

Message

From: Zachary Hawthorne [zachary.hawthorne@oracle.com]
Sent: 5/10/2023 10:38:23 PM
To: Denise Choi [denise.toyofuku@oracle.com]
CC: Nicole Levitt [nicole.levitt@oracle.com]
Subject: RE: Performance Follow Up



Yes, out of the 8 reps I have with 1 year experience 6 of them are already over their annual quota. The 7th has a deal closing next week that will bring him up from 61% to 92%. Excluding just the 95k from the CAES deals I mentioned, [REDACTED] is at 55%.

Zach Hawthorne

HCM Regional Sales Manager | Oracle

Office: 737-717-5274 | Mobile: [REDACTED]

From: Denise Choi <denise.toyofuku@oracle.com>
Sent: Wednesday, May 10, 2023 5:11 PM
To: Zachary Hawthorne <zachary.hawthorne@oracle.com>
Cc: Nicole Levitt <nicole.levitt@oracle.com>
Subject: Re: Performance Follow Up

No worries, I figured. Thank you!

If you take out the 158k closed, from a FY23 attainment perspective, is she the lowest on your team? If there are others who are lower but have less than 1 year experience, then it's fine to exclude. If they have a year or more, please let me know.

--
ORACLE

Denise Choi, Human Resources Business Partner

Office: +1 703.364.0805

Mobile: +1 [REDACTED]

Email: denise.toyofuku@oracle.com

5805 Owens Drive Pleasanton, CA 94588

From: Zachary Hawthorne <zachary.hawthorne@oracle.com>
Date: Wednesday, May 10, 2023 at 2:25 PM
To: Denise Choi <denise.toyofuku@oracle.com>
Cc: Nicole Levitt <nicole.levitt@oracle.com>
Subject: RE: Performance Follow Up

Hi Denise,

I am so sorry for the delay. It's been a hectic couple of days.

This is how [REDACTED] has performed against the goals.

- Overall attainment:
 - Target – 100%
 - Performance – 86% (158k closed on a quota of 183k. 95k of this was with CAES which Vanessa did not lead.)
- Pipeline Generation:

- Target - \$50k per week
- Performance – 8k per week average (Lowest of my 10 directs)
- Activity:
- Target: 100 interaction
- Performance: 122 interaction average

Let me know if I missed anything.

Thanks,

Zach Hawthorne

HCM Regional Sales Manager | Oracle

Office: 737-717-5274 | Mobile: Redacted

From: Denise Choi <denise.toyofuku@oracle.com>

Sent: Tuesday, May 9, 2023 1:48 PM

To: Zachary Hawthorne <zachary.hawthorne@oracle.com>

Cc: Nicole Levitt <nicole.levitt@oracle.com>

Subject: Re: Performance Follow Up

Hi Zach,

I wanted to follow up on our call from last week to see if you had a chance to pull the data we discussed?

Thanks!

--
ORACLE

Denise Choi, Human Resources Business Partner

Office: +1 703.364.0805

Mobile: +1 Redacted

Email: denise.toyofuku@oracle.com

5805 Owens Drive Pleasanton, CA 94588

From: Zachary Hawthorne <zachary.hawthorne@oracle.com>

Date: Wednesday, May 3, 2023 at 7:09 AM

To: Denise Choi <denise.toyofuku@oracle.com>

Subject: RE: Performance Follow Up

Hi Denise,

Thanks for checking in on this. Yes, I think that would be a good idea. I will find some time on our calendars. Feel free to suggest another time if what I send is not convenient.

Best,

Zach Hawthorne

HCM Regional Sales Manager | Oracle

Office: 737-717-5274 | Mobile: Redacted

From: Denise Choi <denise.toyofuku@oracle.com>

Sent: Monday, May 1, 2023 2:44 PM

To: Zachary Hawthorne <zachary.hawthorne@oracle.com>

Subject: Re: Performance Follow Up

Hi Zach,

It's been about 30 days since the PIP was presented to [REDACTED]. Should you and I connect and discuss her progress?

Thanks,

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ORACLE

Denise Choi, Human Resources Business Partner

Office: +1 703.364.0805

Mobile: +1 [REDACTED]

Email: denise.toyofuku@oracle.com

5805 Owens Drive Pleasanton, CA 94588

From: Zachary Hawthorne <zachary.hawthorne@oracle.com>

Date: Thursday, March 30, 2023 at 3:14 PM

To: [REDACTED]

Cc: Denise Choi <denise.toyofuku@oracle.com>

Subject: Performance Follow Up

Hello [REDACTED],

Please find the note I mentioned in our conversation today attached.

Best,

Zach Hawthorne

HCM Regional Sales Manager | Oracle

Office: 737-717-5274 | Mobile: [REDACTED]